



# TEXAS

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## Program Overview

The Texas Education Agency (TEA) operates three state-level programs focused on alternative teacher compensation. Governor Rick Perry approved the first program, the Governor's Educator Excellence Grants (GEEG), in November 2005. These grants fund 100 high-poverty, high-achieving or high-improving schools for three years. Campuses began receiving funds in August 2006, and no new schools will participate in GEEG. The state allows schools to design their own programs within a broad set of required criteria. The program relies entirely on federal funding, using Title II, Part A and Title V funds. GEEG rewards teachers for improving student achievement and for collaborating with other teachers.

The momentum created by GEEG led to the Texas Educator Excellence Grant (TEEG) authorized by the legislature in 2006. Schools participating in GEEG cannot participate in TEEG until after the GEEG program ends in 2008–09. Similar to GEEG, TEEG rewards teachers in economically disadvantaged, high-performing or high-improving schools with the goal of closing achievement gaps. Campuses become eligible for the program each year based on new school data.

The legislature created the third program, District Awards for Teacher Excellence (D.A.T.E), in 2006. This program, which focuses on districts rather than schools, received an appropriation of \$147.5 million for the 2008–09 fiscal year. D.A.T.E. allows districts to create or continue existing awards systems for educators who demonstrate success in improving student achievement. To implement the program, districts can create a local awards plan or implement the Teacher Advancement Program (TAP).

## Program Information

- [Governor's Educator Excellence Award Program](#)
- [GEEG— Evaluation Reports](#)
- [Texas Educator Excellence Grant](#)
- [TEEG—Evaluation Report](#)



- [D.A.T.E.—Frequently Asked Questions](#)
- [Teacher Advancement Program](#)

### Select Articles and Reports

- *Dallas Morning News* (October 7, 2008). [Texas Officials Ready to Revamp Teachers' Merit Pay.](#)
- *Dallas Morning News* (March 10, 2008). [Many Texas School Districts Reject Merit Pay for Teachers.](#)
- *Education Week* (March 7, 2008). [Performance-Pay Setup in Texas Shows Promise.](#)
- *Education Week*. (January 24, 2007). [Texas Enlists Vanderbilt to Study Pay Initiative.](#)

### Related CECR Resources

- Texas Case Summary: [Texas State-Level Pay-for-Performance Programs: Overview and Discussion](#)